



EPSOM
COLLEGE

Appointment of a
Teacher of Biology



REQUIRED FOR SEPTEMBER 2025

Welcome...

Epsom College is an inspiring place to work, renowned for excellent all-round education. Founded in 1855 on the principles of 'benevolence and excellence' kindness, ambition, integrity and community are at the heart of everything we do. Named 'the UK's most-improved school' by The Sunday Times in 2024, we educate 1,150 girls and boys aged 11-18.

The College has grown significantly in the past seven years, with pupil numbers rising 40% as the result of the opening of our Lower School in 2016, and growth throughout the rest of the College. We admit pupils into Years 7, 9, and 12, and each year around 220 new children join our community, with an average of five pupils applying for every space.

Epsom is a happy school. Almost all our pupils remain with us for their A-levels, and staff retention is equally strong. Around 60% of staff live onsite, which lends the College a real sense of community and togetherness.

From 8am until 6pm, our 72-acre campus is alive with learning; academic lessons also take place on Saturday mornings meaning that pupils have time each day to learn and develop outside the classroom. Our co-curricular programme – which features a vast array of clubs, societies and activities each week – is award-winning (picking up the 'Best of the Best' accolade from The Week for six consecutive years); our CCF is one of the largest in the UK; and our Duke of Edinburgh programme currently has over 100 pupils completing their Gold or Silver award.

In addition, our timetable features wellbeing lessons, an award-winning Personal Social Development offering, and an hour each week for volunteering in the community. Last year Epsom pupils gave 9,830 hours of their time to help local charities, schools, and community groups.

When pupils aren't busy with all of the above, they can relax and catch up with friends in their House. We have 13 single-sex Houses for all our pupils from Year 9 upwards (whether they are day pupils or boarders).

This combination of single sex accommodation within a co-ed environment gives us the best of both worlds.

The fact our houses are physical buildings, where pupils can step through the door into a space that's entirely their own, is key to the success of our pastoral programme. This was part of the reason why Epsom was named Independent School of the Year for Student Wellbeing (2022-23).

Sport is central to the College. We have been named the top co-ed school for sport in south east England, and compete in county and national finals in all our major sports across all age groups. Over 22 sports are offered to our pupils, and the aim is to encourage participation for all – we regularly field D and E teams, and see an average of 90% of pupils playing competitive fixtures.

Our focus on delivering an all-round education, that develops the whole child, is regularly celebrated. In the past four years, in both the TES and Independent School of the Year Awards, we have been a finalist in the categories of Boarding School of The Year, Co-Ed School of the Year, SLT of the Year, Creativity in Teaching, Student Wellbeing, Community Initiative, and Sporting Achievement.

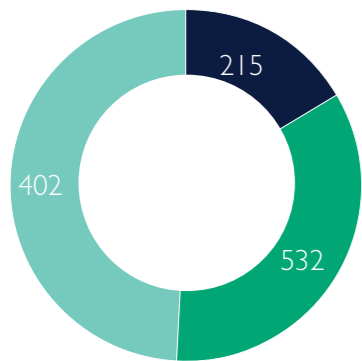
It is an exciting time to be joining the College, with Mark Lascelles having taken up the Headship from September 2024.

We hope that you are excited by the opportunity to come and join the fantastic teachers and support staff who work here.



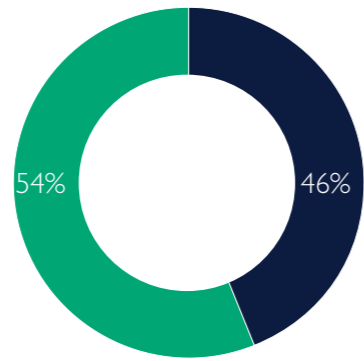
Epsom In Numbers

1,149
PUPILS



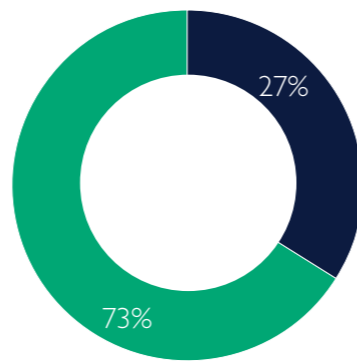
■ Lower School (Years 7-8)
■ Sixth Form
■ Years 9-11

100%
CO-EDUCATIONAL



■ Female
■ Male

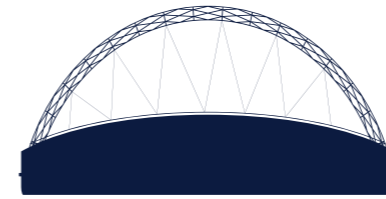
DAY & BOARDING
FROM YEAR 9



■ Boarding
■ Day

72-ACRE CAMPUS

It is rare for a College this close to London to have such an abundance of green space. To give you a sense of the size of our stunning grounds, the College can easily accommodate:



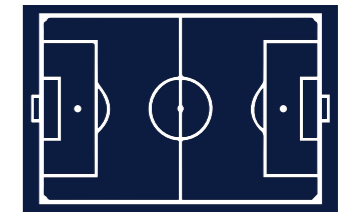
8

Wembley Stadiums



30

Trafalgar Squares



55

Football Pitches

ONE OUTSTANDING COMMUNITY

Every pupil at Epsom belongs to a House. Lower School pupils are day only and placed into four co-ed Houses. From Year 9 onward, all pupils join one of 13 single-sex Houses - whether a day pupil or a boarder.



■ Girls - 70-80 pupils in each House



■ Boys - 70-80 pupils in each House

£20m +

spent modernising all Houses in the last six years

BREADTH OF OPPORTUNITY



133

Teaching Staff



380

Operational Staff



8,500

Community Service Hours a Year



25

Subjects Offered



100+

Charities and Projects Supported



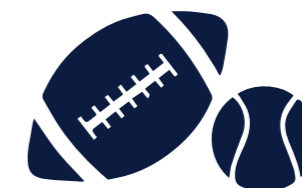
15

Miles from Central London



150+

Clubs, Societies & Activities Every Week



22

Sports Played Competitively



90%

Pupils Represented Epsom In The Last Two Years Of Competitive Fixtures

A Great Place To Work

One of the happiest places to live in Surrey, surrounded by open space, a beautiful campus and supportive colleagues. Epsom College is the Independent School of the Year, and a great place to work.

Here are five reasons why...

REASON 1: HAPPINESS

- The second happiest place to live in Surrey – according to the ONS (2021)
- The seventh happiest place to live in the UK – according to Rightmove (2017)
- Independent School of the Year: Student Wellbeing (2022-23)
- One of only four UK boarding schools to win Gold from the Carnegie Centre for Excellence in Mental Health in Schools, for the wellbeing of our staff and pupils
- 60% of staff live on-site, creating a warm welcoming community

REASON 2: LOCATION

- Two train stations walking distance from the College, with trains to Victoria and Waterloo
- Only 15 miles from Central London
- 30 minutes from Gatwick
- 45 minutes to Heathrow

REASON 3: OUR CAMPUS

- Nestled on the edge of the Surrey Downs, and the Surrey Hills Area of Outstanding Natural Beauty (AONB)
- Epsom College itself is situated within a 72-acre Victorian estate
- The perfect marriage of proximity to the capital, and access to the countryside

REASON 4: OPPORTUNITIES

- One of the UK's leading Independent Schools
- Strong co-curricular programme provides many opportunities to develop skills and experience
- Full commitment to supporting ECTs
- Funding of up to 50% of a training course may be available if there is a clear benefit to the College.
- A strong culture of CPD and career progression, including a renewed Leadership Development Programme
- Staff are encouraged to subscribe to external CPD courses (alongside INSET run throughout the year by Epsom staff and external providers)

REASON 5: BENEFITS

- Significant discount on school fees
- Private Health Care plan
- Free meals and refreshments during working day
- A number of other lifestyle benefits available to staff
- Competitive salary - we offer a 22-point salary scale, above the national scale. The basic salary ranges from £35,302-£67,808 pa across the 22 point salary scale for teaching staff
- A generous flexible pension scheme is offered
- Staff are also paid emoluments for taking on additional responsibilities (from minor roles such as running a minor sport, to major responsibilities such as Head of Department or House).
- Staff accommodation may be available – 60% of staff currently live onsite



About The Role

DEPARTMENT INFORMATION

Epsom College has a strong medical tradition, and the Royal Medical Foundation has an office on site. This history is reflected today in the popularity of Biology as an A-level subject and the large numbers of pupils applying for medicine each year.

Housed in six dedicated laboratories, the teaching team of eight teachers, supported by highly qualified and dedicated technicians, uses their considerable breadth of experience to draw upon real world examples that allow the pupils to cement their understanding of the abstract, break down complex concepts and make synoptic links. Beyond the classroom, the Department strives to excite intellectual curiosity through a variety of enrichment activities, including field trips, lectures, competitions and visiting speakers. The department also contributes to Epsom's outstanding Extended Project programme where many Sixth Form students opt to write dissertations on scientific and medical topics.

Most pupils at Epsom study the three separate sciences to IGCSE, following the Edexcel International GCSE, and a small number pursue Double Award Science. In Year 9, students are taught two lessons of 50 minutes per week, whilst in Year 10 and 11 they are taught for three lessons of 50 minutes for each science per week. At the end of Year 9, all students take an end of year examination, the results of which are used for their setting the following year. Pupils in the Lower School follow an in-house combined science programme, aimed at developing strong scientific skills and knowledge as well as stimulating genuine interest in the sciences, before they start their GCSE courses in Year 9. In the Sixth Form, there are currently three groups of students in each year group studying Biology at A-level, following the Edexcel B Biology specification.

Preparation for BMAT and UCAT is also offered by the department, along with Oxbridge preparation. Members of the department oversee the Curie

Society where pupils present their own papers on science topics; similarly, the highly popular Medical Society utilises the College's extensive links with the medical world to invite a wide range of distinguished speakers to talk on medical topics.

DEPARTMENTAL PRINCIPLES AND AIMS

- Inculcate a love of biology and stimulate pupils' curiosity, interest and enjoyment of the living world.
- Allow pupils to develop a range of practical and analytical skills in the biological sciences and to develop an awareness of evidence-based and peer-reviewed research.
- Provide the guidance and confidence that empowers pupils to maximise their potential in biology-related public examinations.

MAIN TASKS AND RESPONSIBILITIES

The successful applicant for this post will be expected to:

- Teach a full standard timetable allocation (currently 21 lessons of 50 minutes over a six-day timetable);
- Contribute to the successful teaching of the subject in Years 7 to 13, adapting and reassessing lesson plans to meet specific student needs, liaising with the Academic Support Department as necessary;
- Be responsible for the processes of assessment, recording and reporting for the pupils in their charge;
- Assess pupils' work frequently in line with Departmental and school policy and use the results to inform future planning, teaching and curricular development;
- Be familiar with school assessment and reporting procedures and prepare and present informative, helpful and accurate reports to parents both in writing and at parent consultation evenings;

- Enhance the quality of teaching and learning in the Department and wider College through sharing resources and good practice, lesson observation, collaborative teaching, mentoring and active participation in continuing professional development;
- Consolidate and extend learning, encouraging pupils to take responsibility for their own learning;
- Set high expectations for all pupils to deepen their knowledge and understanding and to maximise their achievement;
- Use positive management of behaviour in an environment of mutual respect that allows pupils to feel safe and secure and promotes their self-esteem;
- Make a positive contribution to the efficient running of the Department, including setting and marking examinations, writing Schemes of Work, attending departmental meetings, and undertaking administrative and other tasks as delegated by the Head of Department;
- Play an active role in the co-curricular life of the Department, including contributing to support sessions, extension programmes, competitions, trips, open days and prep school events;
- As requested by the Assistant Head: Total Curriculum, contribute fully to the school wide co-curricular programme outside of purely academic areas, across all three terms and the six day working week. This could include assisting with coaching and running a sport team, training with the Combined Cadet Force or DofE programmes, delivering high quality and innovative activities across a range of age groups, assisting with whole school events and contributing to the Total Curriculum in whatever way is best required by the College;
- Work as a tutor in either the Lower School, or in a day or boarding house as requested by the Deputy Head: Pastoral & DSL.
- Adhere to, and promote, all College policies and procedures;
- Undertake any other reasonable task as directed by the Head, Deputy Head Academic or Head of Department.

This job description is indicative of the expected duties and responsibilities of a teacher at Epsom College. Given the dynamic and evolving nature of teaching and learning this job description is fluid and would expect to alter as the College's teaching and learning strategy and academic developments evolve.

Epsom College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

CRITERIA FOR APPOINTMENT

Essential Criteria

- Possess an excellent degree in Biology or a related subject;
- Demonstrate the ability to teach GCSE and A-level;
- Demonstrate an innovative and imaginative approach to teaching and learning, showing the capability to deliver inspirational and informative lessons to a variety of age ranges and abilities;
- Display a willingness to be involved in all aspects of departmental development, be a dedicated team-player who strives for excellence and leads by example;
- Be able to demonstrate a positive and authoritative rapport with all pupils, showing excellent and effective classroom management skills;
- Show excellent communication skills to enable effective dialogue with pupils, parents, staff and visitors;
- Be organised and self-motivated, with a proven record for meeting targets and deadlines;
- Demonstrate a sharp and progressive vision of the subject and of teaching and learning in a successful and dynamic school;
- Display an ability to perform well and remain professional whilst under pressure, be tactful and discreet, whilst mindful of observing Safeguarding and professional standards;
- Be committed to boarding school life and willing to engage in a range of co-curricular activities;
- Demonstrate a strong commitment to personal continuous professional development;
- Display a smart and professional appearance, representing the College in a positive manner.

Desirable Criteria

- Demonstrate an ability to teach a further science at GCSE level;
- Provide evidence of an impressive track record of GCSE and A-level results;
- A demonstrable interest in aspects of Biology, both on and off the syllabus and in recent and forthcoming curriculum developments in the subject area.

In order to arrive at a decision, the selection panel may enhance any or all of the desirable criteria and we reserve the right to appoint at any time during the recruitment process.

The College has its own competitive salary scale, offers a generous flexible pension scheme along with private health care plan, fee remission for the sons and daughters of staff and accommodation may be available.

The offer of the role would be made subject to receipt of references, proof of relevant qualifications, Teaching Regulation Agency and other relevant checks for teaching positions in the UK, obtaining a letter of professional standing from the professional regulating authority for teachers who have worked outside the UK where appropriate, a check of online search engines and websites of publicly available information that does not identify the candidate as potentially unsuitable to work within a school setting, sighting of birth certificate, Enhanced Disclosure and Barring check, an overseas check, if appropriate, and pre-placement medical assessment that are all satisfactory to Epsom College. Proof of entitlement to work within the United Kingdom will be required. Prior to interview, an online search of internet search engines, websites and other publicly available and publicly accessible platforms to ascertain applicant's suitability to work within a school environment will be undertaken on applicants that have been shortlisted.

All employees are required to ensure that all duties and responsibilities are discharged in accordance with the College's Health and Safety Policy. They should take reasonable care for their own Health and Safety and that of others who may be affected by what they do or do not do. Staff should correctly use work items provided by the College, including personal protective equipment in accordance with training and instruction.

Anyone wishing to discuss these details further may contact Rebecca Brown, Deputy Head: Academic, rebecca.brown@epsomcollege.org.uk or Ruth Fonseka-McFarlane, Head of Biology, ruth.fonseka-mcfarlane@epsomcollege.org.uk

Candidates are asked to complete the Application Form available from our website www.epsomcollege.org.uk or TES along with a letter of application and submit these as soon as possible. Applications will be assessed in order of receipt and interviews and subsequent offer may occur at any stage after applications are received. We therefore invite interested candidates to apply as soon as possible.

Please contact Vikki Stroud, Recruitment and HR Manager, with any queries regarding the application process Vikki.Stroud@epsomcollege.org.uk

Closing date: 9am, Monday 24 February, 2025.





EPSOM

COLLEGE

COLLEGE ROAD, EPSOM, SURREY, KT17 4JQ T: 01372 821000
ADMISSION ENQUIRIES: T: 01372 821234 E: MORVEN.MCDONALD@EPSOMCOLLEGE.ORG.UK

EPSOMCOLLEGE.ORG.UK